
**HUMAN RELATIONS COMMISSION
REGULAR MEETING
Monday, July 10, 2006
Human Resources
Pinnacle Training Room
7575 E. Main Street
Scottsdale, Arizona**



PRESENT: Michele deLaFreniere, Chair
Marty Gendron, Commissioner
Carol Padwe, Commissioner
John Tutelman, Commissioner (arrived 5:37)
Richard Woerth, Commissioner

ABSENT: Enid Seiden, Vice-Chair
Theodore Tyler, Commissioner

STAFF: Don Logan, Office of Diversity & Dialogue
Lisa Bellamy Moone, Diversity Consultant

1. CALL TO ORDER

The regular meeting of the Scottsdale Human Relations commission was called to order by Chair deLaFreniere at 5:13 p.m. A formal roll call confirmed members present as stated above.

2. REVIEW OF MINUTES

Commissioner Gendron commented on the lack of publicity for the Juneteenth Celebration. Mr. Logan opined that there was a lack of interest from the media because it was an employee event; more media interest was present at the previous celebration because it was the first time the City celebrated the holiday. Mr. Logan noted that it is hoped that the Juneteenth Celebration will grow into a public event over the years in the same way as the Hispanic Heritage Celebration.

Commissioner Gendron requested that in the future Commissioners be sent an email notifying them of any City events.

Mr. Logan noted a spelling error in Lisa Bellamy Moone's name.

COMMISSIONER WOERTH MOVED TO APPROVE THE MINUTES OF JUNE 12, 2006, WITH THE NOTED CORRECTION. SECONDED BY COMMISSIONER PADWE, THE MOTION CARRIED UNANIMOUSLY BY A VOTE OF FIVE (5) TO ZERO (0).

3. **VOTE ON COMMISSION BY-LAWS**

This item was postponed to the August meeting in order to provide accurate copies of the proposed amendments to the by-laws.

4. **CHAIRMAN REPORTS**

None.

5. **COMMISSIONER ITEMS**

Commissioner Padwe mentioned that she attended the last Hispanic Heritage Festival Meeting on June 29th. She reported that a debriefing luncheon is scheduled in order to evaluate the Cinco de Mayo and Juneteenth events. A video has been produced and is currently playing on City Channel 11.

Commissioner Padwe commented that the Juneteenth event was well done; noting that she suggested in the future having someone read the Emancipation Proclamation during the event. In response to an inquiry by Commissioner Padwe, Ms. Bellamy Moore reviewed the history behind Juneteenth.

Commissioner Gendron mentioned that the Mesa day labor center was in need of a volunteer; he noted that the day labor center in Phoenix had received some funding and is still in operation. He stated one reason he is involved with the day labor centers is in order to be prepared when Scottsdale is faced with the day labor situation. Mr. Logan agreed to provide Commissioner Gendron with the information for the Lowe's contact person in order for him to open the lines of communication.

Noting a recent involvement with the City Traffic Court, Commissioner Gendron expressed concern about the process used in dealing with citizens that are opposing their tickets. He noted that a representative from Redflex Traffic Systems was present in the Courtroom sitting at what would normally be the prosecutors table checking people into the court and that person was not identified as a Redflex representative. He expressed concern that citizens were not being allowed due process, noting that in addition to being notified by mail, people are repeatedly reminded in the courtroom that once heard by the Judge they would not be able to attend traffic school and have the ticket expunged from their record. Commissioner Gendron opined that the fact that the Redflex representative seemed to encourage people to attend school in lieu of fighting the ticket presented a conflict of interest, because their company receives a percentage of every ticket processed.

Commissioner Tutelman noted that the court is responsible for being certain that people understand that they cannot go to traffic school once a judgment is made. He clarified that providing a hearing represents due process. Commissioner Gendron reiterated that his perception was that intimidation was used to encourage attending traffic school. Commissioner Tutelman stated that due to the large number of tickets issued, the courts could not encourage everyone to fight their tickets because they would not be able to handle the volume.

Mr. Logan mentioned that the City is implementing an ethics program for its employees which will be coming before the Commission some time after City Council reconvenes in August. One thing that will be discussed is giving an appearance of a conflict of interest or inappropriateness. Mr. Logan opined that based on the facts that Commissioner Gendron presented the situation may violate the new ethics regulations. Staff will research the proper way to address Commissioner Gendron's concern. Commissioner Gendron reiterated that he felt it part of his job as a Commissioner to protect the rights of citizens that may be intimidated and taken advantage of.

In response to a request by Chair deLaFreniere, Mr. Logan agreed to confirm that Redflex was not affiliated with the traffic school.

Commissioner Woerth recalled a discussion at a previous meeting regarding City holidays. He requested that a discussion be agendaized in order to discuss the possibility of the Human Relations Commission recommending to City Council that a new holiday be added. Mr. Logan stated that staff would develop a matrix that would provide additional detail concerning holidays offered by neighboring cities and the true dollar cost that would be incurred by the City of Scottsdale should one be implemented.

6. OPEN CALL TO THE PUBLIC (A.R.S. § 38-431.02)

None.

7. STAFF LIASION ITEMS

Ms. Bellamy Moone recalled that in the past the Commission had been involved with workshops relating to racism during National League of Cities Week as well as United Nations Elimination of Racial Discrimination Day. She noted that there would not be enough time to prepare an event for the September 25 through 29 dates this year and encouraged discussion of a 2007 event.

Commissioner Tutelman stated that in the past the YMCA in Tucson hosted a program on unlearning racism, during which the Commission was able to share with members of the community. Mr. Logan added that Commissioner Tyler had been the Scottsdale representative for that event; the event promoted positive recognition for the work of the Scottsdale Commission. He surveyed the Commission for interest in offering an unlearning racism workshop in 2007 and received positive feedback.

In response to an inquiry by Commissioner Woerth, Ms. Bellamy Moone explained that organizing an event by September of 2006 would be difficult with the Hispanic Heritage Festival and the Cross-Cultural Communication Series occurring during the same time period.

Mr. Logan suggested that an unlearning racism workshop could be hosted during Race Equality week in March which would allow time for organizing a quality event. Commissioner Tutelman agreed with the idea and suggested that a letter or a proclamation by the Mayor be distributed to the press during the event week in September.

Chair deLaFreniere proposed hosting an event to educate the community on transgender, gay, and lesbian issues because that community is becoming prevalent in the Scottsdale area. Commissioner Tutelman suggested that organizations representing that community participate in the Cross-Cultural Communication Series. Mr. Logan added that members of the transgender community could talk about stereotypes; staff will entertain the topic for the Cross-Cultural Series.

Ms. Bellamy Moone stated that she had been charged with resurrecting the Diversity and Dialogue webpage on the City site. A web presence will be developed both internally through the intranet and externally through the Internet. Current ideas consist of an article that encompasses the goals of the office, employee relations, community outreach, and education; a three pronged approach to how the Diversity and Dialogue Office has accomplished its activities and outcomes. The intranet will be more interactive and contain more information than the Internet version, due to the fact that all of the department websites for the City should be somewhat uniform. She requested Commissioner input relating to possible content for the websites.

Commissioner Tutelman suggested utilizing the brochure that was developed.

Commissioner Padwe mentioned a brochure created by the American Jewish Community relating to Martin Luther King. A short discussion ensued regarding the purpose of the Martin Luther King holiday and what he stood for.

Mr. Logan recalled that in the past the webpage was very interactive. The goal is to extend the Office of Diversity and Dialogue through community outreach and to talk about diversity in Scottsdale. Staff would like to use the platform to talk about and promote activities and events spearheaded by the Human Relations Commission.

Commissioner Tutelman suggested including information regarding applying for the minigrants.

In response to a question by Commissioner Padwe, Mr. Logan explained that all of the different departments in Scottsdale would like to have their link on the main City webpage. The key would be developing a strategic plan in order to achieve that goal.

Chair deLaFreniere suggested placing a counter on the site in order to track how many people are attracted to the site. She suggested requesting a link on the website of organizations that the Human Relations Commission works with. One example given of benefit to those links was notifying victims of hate crimes that they have a place to go for help within the City of Scottsdale.

Ms. Bellamy Moone noted that she has been reviewing the Commission's work in recent years and is working on a strategic plan for the next three to five years. She stated that imaging is being developed for the website that will include a diverse field beyond race and gender.

Commissioner Padwe noted that the next Hispanic Heritage meeting would be on Thursday, July 13, at 10 a.m. at the Police Station located at 8401 East Indian School. Ms. Bellamy Moone mentioned her involvement with the Hispanic Heritage Festival.

Ms. Bellamy Moone distributed copies of the applications and flyers that have gone out relating to the Cross-Cultural Series, noting that the deadline for submittal is July 14. Commissioner Gendron requested that packets and information be forwarded to him in the future because he has adult students who may be interested in being involved.

Ms. Bellamy Moone updated the Commission on with the latest news concerning Promoting Unity in the Community. She informed them that a thank you letter had been received from the International School of Arizona; she distributed copies of the letter to the Commissioners. Mr. Gendron commented that he attended the International School of Arizona's event, noting that the segment that had been awarded for was one part of a three day event and was not something that ran the entire three days.

Mr. Gendron inquired about when the Roots and Shoots event that was recently awarded would take place. Mr. Logan reminded Commissioner Gendron that extenuating circumstances surrounding that event allowed for the money to be awarded after the actual event occurred. Ms. Bellamy Moone added that the reimbursement for expenses had been sent to the Roots and Shoots organization.

Ms. Bellamy Moone announced that the Scottsdale Human Relations Commission would be hosting the next Regional Human Relations meeting scheduled for some time in November, the date and location are yet to be determined. She requested insight from the Commission concerning the direction they would like to take with planning the event, noting that the usual practice was to invite the Mayor and Council to participate in the meeting. During conversations with other liaisons it was suggested that surrounding cities that do not currently have a Human Relations Commission be invited to participate. Commissioner Gendron suggested putting together a presentation focusing on a specific topic during the meeting. Mr. Logan stated that it would be within the purview of the host city to do something like that, noting a presentation during one of the meetings hosted by the City of Chandler. Commissioner Padwe requested that the Native American communities be invited to attend.

Ms. Bellamy Moone suggested taking a look into resurrecting the public service announcements that had been developed several years ago.

Commissioner Gendron mentioned reading in the paper about a Hindu celebration that had been held in Scottsdale. He was disappointed that the Commission had not been informed about the celebration so they could show their support to that community. A discussion ensued regarding the procedure for receiving permits for events and what city entity should be responsible for informing the Human Relations Commission about upcoming diverse events. Ms. Bellamy Moone will contact the Hindu organization and inform them that the

Scottsdale Human Relations Commission and the Office of Diversity and Dialogue are available for them.

Commissioner Gendron suggested that staff send out an email every week updating the Commissioners on upcoming events relating to cross-cultural or diversity. He opined it was important to receive that information in order for the Scottsdale Human Relations Commission to be represented at the events and to show their support.

8. ADJOURNMENT

With no further business to discuss, the meeting adjourned at 7:01 p.m.